

Association of Legal Professionals (ALP)

April 15, 2011

Ms. Gina Donnelly
Office of Employee Relations
City of San Jose
200 East Santa Clara St.
San Jose, Ca 95113

RE: Recommendation to Reject ALP's Package Proposal "B"

Dear Ms. Donnelly:

This will confirm the following:

1. During our morning bargaining session on April 14, 2011, ALP made Package Proposal "B," which is attached to this letter.
2. Package Proposal "B" contains the same compensation and benefit reductions as those being recommended for the City Council's approval at the Council meeting on Tuesday, April 19, 2011 for Units 99, 81, and 82.
3. During the afternoon bargaining session on April 14, 2011, you indicated that the City's Negotiating Team would not recommend that the City Council accept ALP's Package Proposal "B" because it does not include the same side letters that CAMP, AMSP, and AEA have agreed to accept.
4. You indicated that you are seeking side letters from ALP because it is a bargaining unit (unlike Units 99, 81, and 82).
5. In previous negotiations you have acknowledged that the City cannot unilaterally implement upon ALP side letters such as those that have been accepted by CAMP, AMSP, and AEA.

Very truly yours,



VERA M. I. TODOROV
Vice President/Negotiating Team Member
ASSOCIATION OF LEGAL PROFESSIONALS

cc: Marco Mercado, City Negotiation Team Member
Charles Sakai, City Negotiation Team Member
ALP Negotiating Team